**Table 1.** Career trajectory for surgeons who reported their experienced microaggressions by role of the perpetrator (n, %).

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Total** | **Yes** | **No** | **p-value** |
| **Stayed in Job, Microaggressions Continued** | | | | |
| Supervisor | 214 (73.8) | 141 (65.9) | 73 (34.1) | **0.025** |
| Physician Colleague | 238 (80.4) | 152 (63.9) | 86 (36.1) | 0.088 |
| Support Staff | 179 (60.7) | 128 (71.5) | 51 (28.5) | **0.000** |
| Trainees / Learners | 61 (21.9) | 44 (72.1) | 17 (27.9) | **0.040** |
| Patients / Families | 166 (58.9) | 118 (71.1) | 48 (28.9) | **0.000** |
| **Stayed in Job, Microaggressions Improved** | | | | |
| Supervisor | 209 (73.9) | 59 (28.2) | 150 (71.8) | 0.842 |
| Physician Colleague | 231 (80.2) | 62 (26.8) | 169 (73.2) | 0.329 |
| Support Staff | 171 (59.8) | 45 (26.3) | 126 (73.7) | 0.447 |
| Trainees / Learners | 59 (21.7) | 20 (33.9) | 39 (66.1) | 0.219 |
| Patients / Families | 159 (57.8) | 52 (32.7) | 107 (67.3) | 0.062 |
| **Lost Job due to Formal Reporting** | | | | |
| Supervisor | 203 (73.3) | 20 (9.9) | 183 (90.1) | 0.122 |
| Physician Colleague | 223 (79.6) | 22 (9.9) | 201 (90.1) | 0.126 |
| Support Staff | 169 (60.1) | 14 (8.3) | 155 (91.7) | 0.727 |
| Trainees / Learners | 59 (22.0) | 4 (6.8) | 55 (93.2) | 0.651 |
| Patients / Families | 158 (58.3) | 10 (6.3) | 148 (93.7) | 0.202 |
| **Lost Job due to Informal Reporting** | | | | |
| Supervisor | 204 (73.1) | 29 (14.2) | 175 (85.8) | 0.165 |
| Physician Colleague | 224 (79.4) | 31 (13.8) | 193 (86.2) | 0.288 |
| Support Staff | 170 (59.9) | 20 (11.8) | 150 (88.2) | 0.726 |
| Trainees / Learners | 59 (21.8) | 6 (10.2) | 53 (89.8) | 0.533 |
| Patients / Families | 159 (58.2) | 15 (9.4) | 144 (90.6) | **0.048** |
| **Changed Job with Advancement/Promotion** | | | | |
| Supervisor | 210 (73.7) | 56 (26.7) | 154 (73.3) | 0.252 |
| Physician Colleague | 228 (79.7) | 59 (25.9) | 169 (74.1) | 0.170 |
| Support Staff | 171 (60.0) | 35 (20.5) | 136 (79.5) | 0.187 |
| Trainees / Learners | 59 (21.8) | 10 (17.0) | 49 (83.0) | 0.152 |
| Patients / Families | 163 (59.1) | 26 (16.0) | 137 (84.0) | **0.000** |
| **Changed Job, Lateral Career Move** | | | | |
| Supervisor | 202 (72.9) | 22 (10.9) | 180 (89.1) | 0.159 |
| Physician Colleague | 223 (79.6) | 24 (10.8) | 199 (89.2) | 0.092 |
| Support Staff | 167 (59.4) | 19 (11.4) | 148 (88.6) | 0.137 |
| Trainees / Learners | 57 (21.3) | 6 (10.5) | 51 (89.5) | 0.726 |
| Patients / Families | 157 (57.9) | 19 (12.1) | 138 (87.9) | 0.055 |
| **Changed Job with Demotion** | | | | |
| Supervisor | 200 (73.0) | 23 (11.5) | 177 (88.5) | **0.025** |
| Physician Colleague | 222 (79.9) | 24 (10.8) | 198 (89.2) | 0.218 |
| Support Staff | 168 (60.0) | 18 (10.7) | 150 (88.3) | 0.313 |
| Trainees / Learners | 56 (21.1) | 8 (14.3) | 48 (85.7) | 0.125 |
| Patients / Families | 156 (58.0) | 11 (7.1) | 145 (92.9) | 0.206 |